



**(U) Now You're Speaking My Language: NSA's Linguistic Resources  
(Part III and Final)**

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Run Date: 07/16/2004

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(U//FOUO) In the conclusion of this article, here are the remaining steps being taken by  
NSA/CSS to address its shortage of highly qualified cryptologic language analysts (CLAs):

(U//FOUO) **New language proficiency tests** . Good language readiness metrics are dependent  
upon good testing mechanisms. The DCI Community Management Staff (CMS) is now sponsoring  
the development by DLI of brand new computer-delivered language tests that will assess level  
0+ through 4 in listening and reading. The first ten computer-delivered tests will be ready in the  
fall of 2005, with more to follow. For the first time, there will be a single, reliable testing metric  
for civilians and military across DoD.

(U//FOUO) **Training through LangNet -- Multilingual Advanced Learning on-Line** . The  
first release of the [LangNet-MALL](#) system is now available on NSANet to help analysts maintain  
or improve their reading skills in Modern Standard Arabic, Chechen, Chinese, Hindi, Kurdish  
(Sorani), Pashto, Persian Farsi, Spanish, Turkmen, Urdu, Uzbek or West Punjabi (with more  
languages to be added). It provides instruction at the higher proficiency levels and in the Less-  
Commonly-Taught Languages.

(C) **"Backfill" billets to attain/sustain 3/3** . With ops tempo ever increasing, CLAs often  
cannot be spared to go to language training. Thus, the vicious cycle is perpetuated. CLAs at 3/3  
usually cannot be released for training to higher levels. The 75% of the military CLAs and the  
49% of the civilians who are not at level 3/3 stay on position, rather than going to training to  
improve their skills and their job performance. In order for CLAs to go to training, there must be  
additional personnel who can "backfill" for their colleagues, i.e. replace them on position.

- (S) NSA/CSS Action to Date: NSA/CSS has increased its civilian hiring ceiling by 600  
linguists over the next five years to "backfill" for civilian language analysts. With a  
current civilian cadre of nearly 1200, this represents an overall net gain of 50%.  
Additionally, NSA/CSS has launched an aggressive hiring program to include as many  
heritage (near native) and native speakers as possible and to appeal to such populations  
as language professors at prestigious universities.
- (U//FOUO) Further Action Required: The military CLA manning factor must similarly be  
increased to allow military language analysts to go to the maintenance and enhancement  
training required for their jobs. NSA/CSS recommends that the number of military  
language billets be raised by 785 billets. This recommendation, along with the DLI  
increased funding recommendation, is now in the final approval stages by DoD's Joint  
Requirements Oversight Council.

(U//FOUO) **Increase Foreign Language Incentive Pay (FLIP) and/or incentives** .

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TOP SECRET // SI / TK // REL TO USA AUS CAN GBR NZL  
DERIVED FROM: NSA/CSSM 1-52, DATED 08 JAN 2007 DECLASSIFY ON: 20320108